



DEPARTMENT OF THE ARMY
ANNISTON ARMY DEPOT
7 FRANKFORD AVENUE
ANNISTON, ALABAMA 36201-4199

REVISED

AMSTA-AN-RCP

Commander's Policy Statement #89

SUBJECT: Threats and Violence in the Workplace

1. As Commander of Anniston Army Depot, I am entrusted with safeguarding the well being of our depot family and property, and I am personally committed to providing a safe work environment for all employees. We must treat each other with dignity, respect, and with consideration for others. I expect all employees to demonstrate this commitment in conducting business on or for the Anniston Army Depot.

2. Anniston Army Depot will have a "zero tolerance" policy towards violent behavior. Violence of any kind has no place in the work environment, and threats, intimidating or harassing behavior, and disruptive behavior will not be tolerated. Any employee who engages in this conduct should not expect to maintain privacy in the areas that need to be investigated to ensure a safe workplace. Persons engaging in threatening, intimidating, or disruptive behavior will face disciplinary action, up to, and including removal.

3. In furtherance of the "zero tolerance" policy, every incident of threatening, harassing, intimidating, or disruptive conduct will be reported to the Directorate of Law Enforcement and Security at 235-6222. In addition, supervisors will make a separate report of the incident to the Risk Reduction Team using a form developed by that Team. Through these reporting procedures, the Risk Reduction Team and I will be able to maintain visibility of incidents, ensure appropriate investigation and follow-up, and make appropriate taskings to avoid repeat occurrences.

4. Employees are encouraged and expected to promptly report all instances of threats, normally to the immediate supervisor. In addition to the immediate supervisor, threats may be reported to the Crisis Hotline, telephone 235-7777 or 1-800-728-7702.

5. Weapons of any type on agency premises are strictly prohibited except by those persons engaged in the performance of law enforcement duties. Employees who violate this policy can also expect harsh penalties, up to, and including removal, and the proposal of such discipline will be elevated to the directorate level.

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6. I expect all depot employees to work in harmony for the good of the organization. To that end, it is my policy to strictly enforce the provisions of this policy statement and appropriate disciplinary rules and regulations.

7. This Policy Statement supersedes Policy Statement #89 dated 5 February 1999.

Gerald Bates Jr

GERALD BATES, JR.
Colonel, OD
Commanding

DISTRIBUTION:
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